

Training Challenge

Activity 2

Trainers Challenge Game: *Beam Me Up Scotty!*

Agenda Description: Ever show up at a training and find there's twice as many people as you expected? Have you ever trained an audience with a range of literacy skills? How do other trainers deal with these and other situations? This is a game to explore ideas for resolving those tricky training challenges that make you want to get magically transported out of there.

Objectives: At the end of this session, participants will be able to:

1. Identify at least 3 different training challenges that come up prior or during training sessions;
2. Practice "thinking on their feet" to come up with quick solutions to different training challenges.

How it Works:

1. Begin with question: Who's ever gone to a training and been hit with a "trainer challenge"--Get a couple of responses: (more people than you expected, terrible training room, no materials, participants who spoke several different languages, etc.)

2. Explain activity (prior to having people do each step):

A. Each person fills out 1-2 "Challenge Cards" (listing a common difficult situation a trainer might face). Encourage people to use their own experiences as examples; keep them short (not long descriptive paragraphs). Game facilitator(s) collects cards (*5-10 minutes*).

B. Split people into teams of 5-6 people (3-4 Teams). Each team takes turn drawing a card (facilitator reads challenge out loud); team lists as many strategies as possible for meeting the challenge. Count the number of valid "strategies" they get in 60 seconds. Encourage teams to talk together for 60 seconds to come up with all their answers before they list them to rest of group. The group then has 30 seconds to list out their answers. (Remind people: goal of timed activity is thinking on your feet).

Scoring: Facilitator can keep score, you can ask for 2 people (at beginning) to volunteer to be "valid strategy score people" or (if you're feeling really democratic), other teams can help assess how many "valid strategies" the responding team got--although this can get a little wild! (*20 -25 minutes*)

Option: After responding team gives answer, you can open it up to other teams to add other strategies (if they have ideas).

C. Game continues until teams have tackled an equal number of challenges. Distribute prizes.

3. Remind people that goal is to brainstorm solutions to a variety of trainer challenges while having some friendly competition and fun!

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Facilitator Notes: You can come up with a couple of challenges of your own to add to the game. Some ideas:

1. You're doing small group activity using written materials. You notice 1 group seems to be struggling--they look uncomfortable, aren't using materials. What would you do?
(See attached handout for some ideas for strategies)
2. You arrive at training and realize some workers don't speak English--what do you do?
3. A few participants won't do hands-on respirator activity--they say they don't really use this stuff at work.
4. It's after lunch on a warm day and you notice a few participants nodding off during the training. How do you handle this?